



***Mission: “To passionately connect talent with employment opportunities”***

**Meeting Minutes  
November 18, 2020 – Google Meet (Virtual)**

**Attendance:**

Jason Eibling - Mid-American Therapy/Wyandot Chamber of Commerce  
Greg Moon – Wyandot County Economic Development  
Amanda Fleming – Wyandot Chamber of Commerce  
Steve Seitz – Wyandot County Commissioners  
Tammy Groves – Wyandot Memorial Hospital  
Michael Augenstein – Marion Technical College  
Tami Galloway – Retired, Marion Technical College  
Kyle McColly – City of Upper Sandusky  
Emily Kotterman – Kalmbach Feeds  
Frank Gibson – Workforce Consultant  
Angie Morelock – Vanguard-Sentinel Career & Technology Centers  
Laurie Vent – Upper Sandusky Exempted Village Schools

**Call to Order:**

Jason Eibling called the meeting to order at 8:15 a.m.

**Action Recap:**

Members shared updates and recent information relevant to the WETF:

- Wyandot Improvement Network
  - Jason provided an update on the efforts of the new 501c3 entity, the “WIN”.
  - The group has established a grant committee and plans to engage with targeted entities and grant writers to achieve some of their top level “wants”. Many of which will overlap with some WETF efforts including Attraction and Retention areas.
- Wyandot Manufacturing Day Virtual Offering
  - Greg gave an update on the Manufacturing Day Program for this year, which will be done virtually by featuring videos of each manufacturer. The combined videos will be given or provided access to each high school in the area. Greg hopes to have 5 or 6 companies participate for a 30 minute long presentation.
  - There are currently 3 local manufacturers secured, and at least 5 are needed.
- SuccessBound Virtual Conference
  - This year’s conference was virtual and took place Friday, Nov. 6<sup>th</sup>
  - Amanda shared that she attended, and advised a lot of the information covered how to be an effective leader under the current pandemic.
  - Amanda did record the conference, and has it available for anyone who might be interested.

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- Bright Minds Daycare & Learning Center
  - Leanna Barnes wanted to mention to the group that the daycare center in Carey, opened as of October 5<sup>th</sup>, is still struggling to fill spots and worried about sustainability.
  - Greg asked if anyone had suggestions regarding local marketing agencies or contractors who could be able to help with the center’s online visibility.
  - Tammy requested we send out a marketing flyer so it could be physically posted.
- Laurie Vent – Recent Homeschooling
  - Definite challenges encountered with students either not doing their assigned work or not being able to get their work done due to access difficulties.
  - Jason asked if there had been impact from an HR standpoint due to schools going to remote learning.
    - Tammy noted there thankfully had not been too much impact since most employees have now had a lot of time to process how they will balance.
    - Amanda also noted she has been able to figure this out successfully with her own child.
    - Emily noted that in her previous and current positions, employees have found ways to work around their childcare needs including switching shifts.
- Mike Augentein - MTC had been operating at nearly 50% capacity on campus, but is now down to very essential personnel on campus only. There has not been spread from the campus thankfully. COVID has proven very disruptive but has not completely shut their instruction and training programs down. Mike also suggested visiting [www.madeinmarion.org](http://www.madeinmarion.org) to see what they have done in Marion to move their career expo virtual, and Senator Sherrod Brown has provided a video for that related events around the state can use (<http://brown.senate.gov/download/2020-summer-manufacturing-camps-video>).
- Angie Morelock – Vanguard-Sentinel is still in school 4 days a week, but is looking at the holidays following Thanksgiving and how it might possibly manage upticks in COVID among its students.
- Steve Seitz – North Central Electric Cooperative is bringing a program called CEO (Creating Entrepreneurial Opportunities). Bringing it to Seneca County schools first, which will include Mohawk, and could possibly bring it to Wyandot County schools in 2022. This is a program for high school students fully supported by community investors, and brings real world entrepreneurial experience to these schools.
- Frank Gibson – Custom Glass Solutions has received a sizable OJT grant to implement a new training program for employees that will upskill and lead to new internal apprenticeships. It has been over a year long process and is finally coming to fruition.
  - One charter school Frank is working with in Columbus that offers Health, IT, and Engineering courses has been the first in national to be endorsed for a new process that focuses on Industry 4.0.

**Upcoming events:**

- Reintroduce Employee Retention Sessions – Scott still has not been able to offer these in person.
- Attraction & Retention Session / Denise Ball – Greg still is in contact and waiting for in person.
- Potential Work-based Learning Session – Laurie mentioned this would be great when we can make it happen.

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### **Current and Developing Employment Landscape:**

- ETF members were asked about the needed focus areas for 2021, and the goals listed under our current action plan:
  - Communication
    - Jason mentioned that Goal 2, Promoting and increasing job fair attendance, seemed no longer relevant in today’s world.
    - Tammy brought up the idea of short outreach videos for the schools and beyond, and Laurie mentioned that could be useful within the schools.
    - Jason thinks that Goal 2 can be changed to better reflect these video capturing efforts.
    - The HR network listing is still together and used, just not as often as we would like. We will also add Emily to the HR group listing.
  - Attraction
    - Kyle mentioned we may need to revisit the student loan assistance program, and put a focus on housing under the attraction group.
      - He also mentioned getting the marketing video that was created on as many sites as possible, and Greg shared this could be an ongoing effort.
    - Kyle, Greg, and the remainder of the Attraction team will work on discussing and updating their goals.
  - Retention
    - Steve mentioned the daycare and transportation goals have been somewhat met since they were established.
      - We now have a countywide public transportation system, a licensed daycare facility in Carey, and one other smaller daycare planned to come soon in Upper Sandusky.
    - Steve also mentioned there may be a need for public recreation and countywide parks.
    - Jason brought up the idea of collecting data to see who is leaving and why to inform our strategy. Also who is moving back and why would be very relevant.
      - There should be ongoing discussion surrounding these and adjustment to the action plan.
  - Education
    - Laurie stated the primary goal under education was continuing to be upheld as much as possible under the struggle of COVID. Scott Emerick continues to connect students with local employers through Zoom instructional sessions and through the Work-Based Learning Program.
      - The schools are increasing awareness where they can, and will be happy to integrate videos into the curriculum where possible.

### **Meeting Adjourned:**

The group will not meet in December. The next regular meeting will be January 20<sup>th</sup> (3<sup>rd</sup> Wednesday).

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